



Assistant Chief Education Program – Post Election

04-Jul-2025

**This presentation has audio, make sure your speakers are not muted and
your volume is turned up.**



Post Election

- For most EOs, post election is a time for resting and recuperating only. For Chiefs and Assistants -- not so much.
- After the election there are still a number of to-do's:
 - Evaluate EOs and Assistants
 - Incorporate lessons learned
 - Be available for questions from the Registrar or EB
 - Elections hotwash
 - Team follow-up
- Post this election is just “pre” the next election.



Evaluate EOs

- After the election you are asked to evaluate each of your EOs. Things to consider:
 - How skilled this person is in each polling place job
 - How well they interact with voters and other EOs
 - Whether you want them back in your precinct
 - Whether they would make a good Assistant Chief
- This is also a place to note and consider what the EO's aspirations are.
- This feedback helps the Registrar and the Electoral Board shape education program, select folks for promotion, and determine which EOs to assign elsewhere or not to reappoint.



Evaluate Assistant(s)

- Just as for EOs, you evaluate the Assistant Chief on their job skills and their interaction abilities.
- More time should be taken with Assistant Chief(s) indicating what further education they need to advance to Chief, and what you are doing to provide that education.
- Some Assistant Chiefs may have learned all you can teach and are ready to be assigned elsewhere to broaden their experience.
- Some Assistant Chiefs may not be able to demonstrate the leadership they would need to be a Chief.
- Consider what each Assistant Chief would need to be able to take over your job.



Incorporate Lessons Learned

- Each problem encountered on election day is an opportunity to make an improvement for the future.
- Consider:
 - Where your plan needs to be strengthened for the future,
 - What additional education you or your team needs,
 - Whether the polling place layout is optimal,
 - Where you could have used more or less staffing, and
 - How you will prepare differently for the next election.
- Many of these thoughts might be captured in the Chief's Log on election day – take a picture of that at the end of the day so you don't lose your brainstorm.



Election Callbacks

- For up to about 10 days after an election the Registrar and the Electoral Board are going through the results to certify the election.
 - This includes reviewing all of the provisional votes. In the November 2024 general election, there were more than 2000 to review.
- The process is meticulous because the parties involved are trying to get the vote perfect.
- This means that in the election materials you returned to the Stagecoach Road, if there is an “i” that needs dotting or a “t” that needs crossing you will be called. You will be called if there is a need for an explanation on anything.
 - You may be asked to come to the Registrar’s office to review or sign materials.
- Please do not plan to be unavailable during this time.



Elections Hotwash

- After a general election, the Registrar and the Electoral Board also want to take stock of lessons learned.
- This process is called a hotwash, for reasons that are best lost in the obscurity of time.
- At a hotwash, Chiefs and Assistants are encouraged to give voice to what worked and what did not, with suggestions for what could be done better particularly appreciated. If you have tools or procedures you have developed to do things better, bring them.
- Bring your list.



Team Follow-up

- After the election you may be looking forward to ending the constant emails or phone calls you have been having with your team. Not so fast.
- You may want to bounce some of your ideas for improvements off of your team – be prepared for their feedback. Things that you did not hear about on election day have a way of bubbling up after the fact.
- You definitely want to let your team know again what a great job they did.
- You want to look ahead at the next election and let your team know when (or in the case of a primary, if) it may occur so they can put it on their calendar.
- You may want to reach out to an EO (or more than one if appropriate) to suggest this education program to them.
- You may want to reach out to your Assistant(s) to offer any words of wisdom for the next time, thoughts for their development, or to kick around polling place improvement ideas. Your Assistant(s) can be a big help in EO evaluations.



Afterword

- It may be a while before the next election, make notes of any great ideas you want to try for that next election and put them where you will find them.
- Providing feedback on your folks and on the process helps us improve each election.
- The election process is going to change - the law changes, the systems change, the people change. Where we can see ways to make good changes, we need to seize them before we forget and have to learn them again.

